

# Gender Pay Gap Report





# nexus

At Nexus Workforce Ltd T/A Nexus People we believe in creating a diverse and gender balanced workforce that reflects the customers and communities we serve.

There are a few key factors that influence the top headline numbers – from the percentage of women in leadership positions, to the gender makeup of specific departments in the business, like logistics, which is majority male, and warehouse and distribution are a mixture of both females and males.

We are also confident that for equivalent roles, men and women are paid the same.

So that suggests that the challenges are with specific parts of the business where there is a more significant gender imbalance and ensuring that there is a clear path for women into logistics and leadership positions.

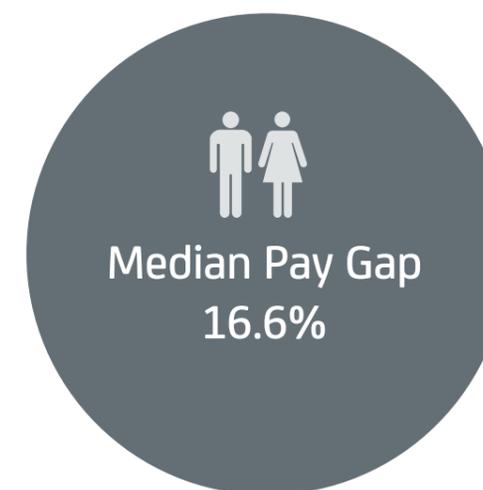
We've taken many steps in the right direction, but there is still more to do, and we will continue to attract and nurture the widest possible female talent pool and empower recruiting managers to drive inclusion.

## Our Results

The difference in mean (average) hourly pay between all men and women



The difference in median hourly pay between all men and women

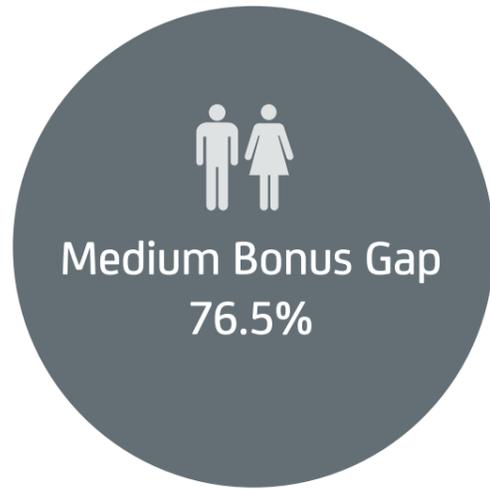




The difference in mean bonus paid to men and women



The difference in median bonus paid to men and women



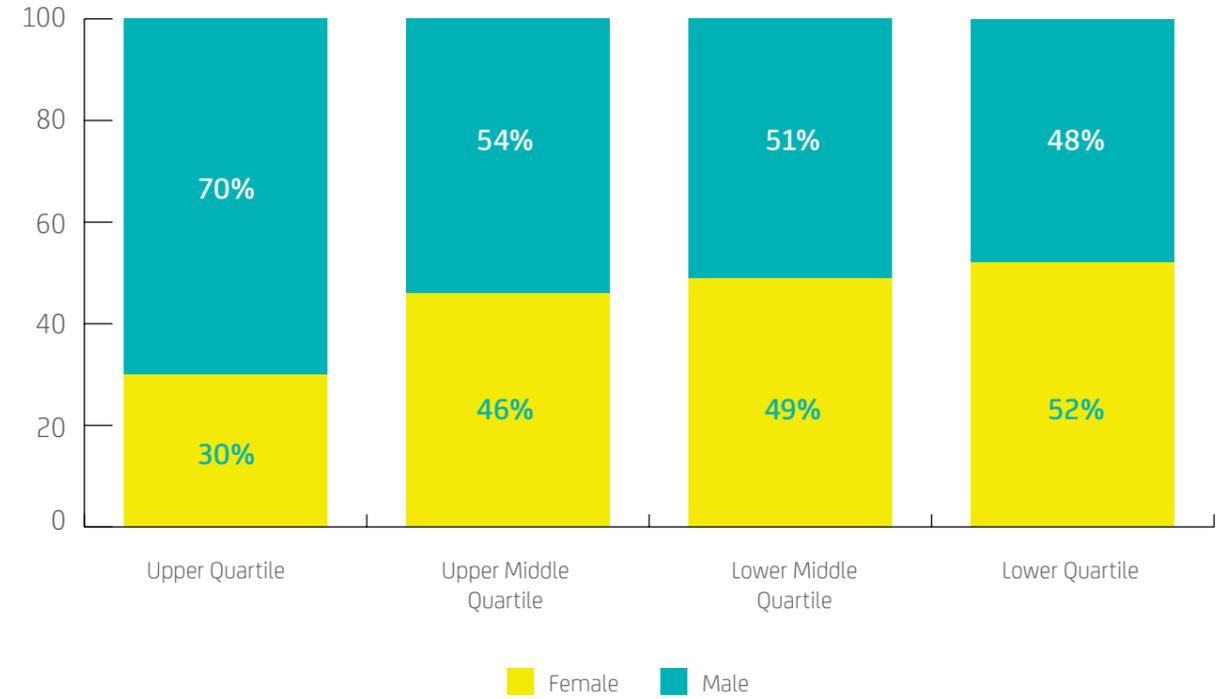
**5.5%** Mean Pay Gap (The difference in mean (average) hourly pay between all men and women)

**16.6%** Median Pay Gap (The difference in median hourly pay between all men and women)

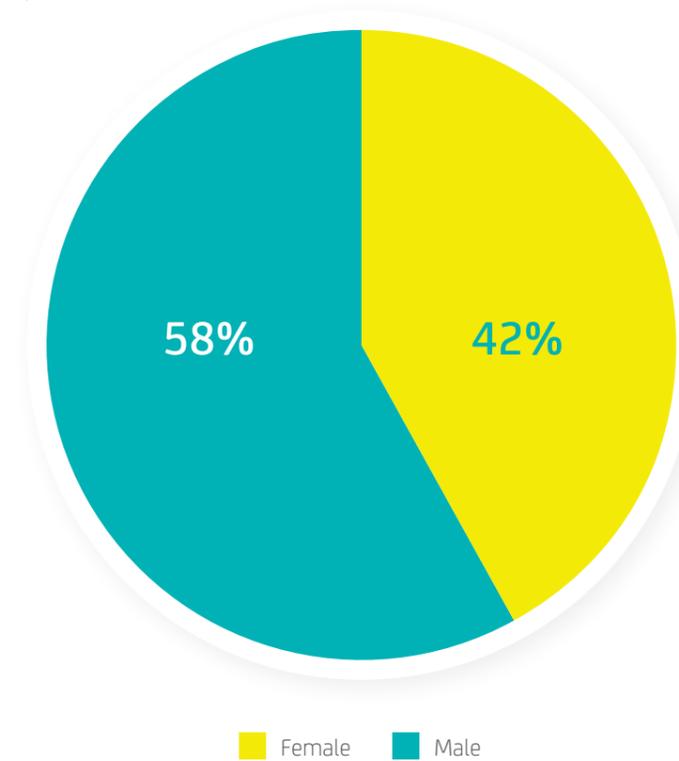
**0%** Mean Bonus Gap (The difference in mean bonus paid to men and women)

**76.5%** Median Bonus Gap (The difference in median bonus paid to men and women)

Quartiles – Gender Pay temporary and permanent employees

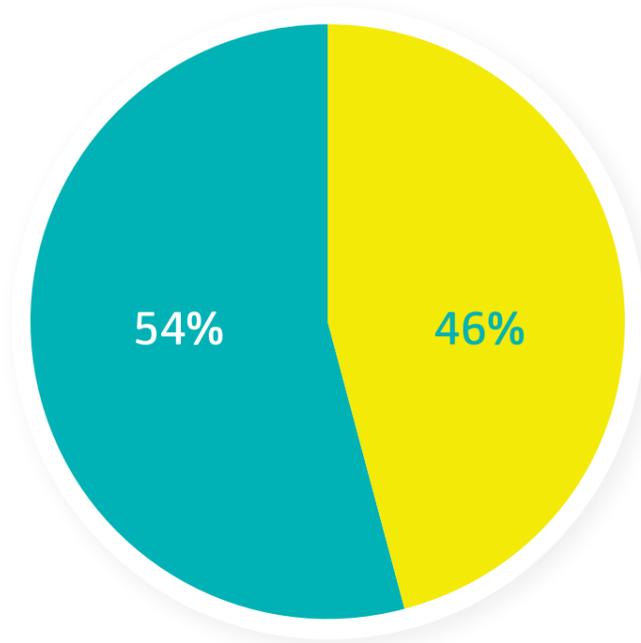


The gender balance in leadership roles



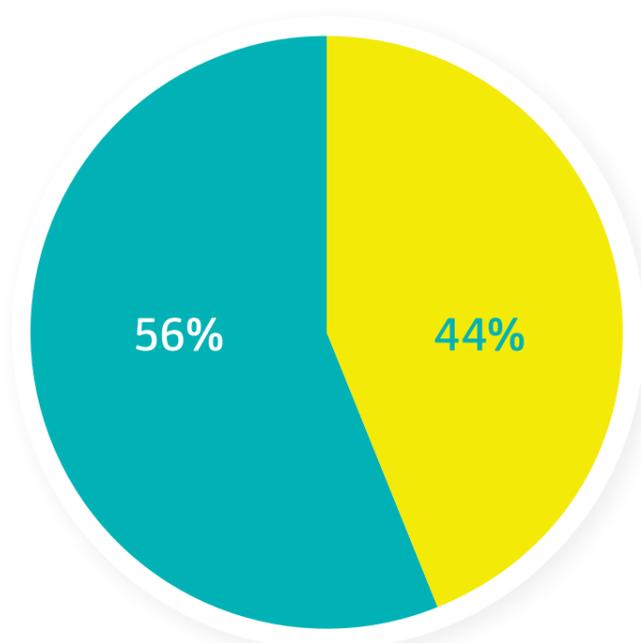
Temporary vs Permanent pay balance

PERMANENT EMPLOYEES



Female Male

TEMPORARY EMPLOYEES



Female Male



We know that our gender pay gap is not a pay issue, but down to the lack of female representation in certain roles within the logistics industry and within our middle management level.

Logistics is a sector that has historically attracted more men, which is a challenge that needs to be addressed at school age, rather than just in the working world.

We are committed to recruiting more women into driving roles, but this challenge is larger than any one company.

How will we make a difference?

WE COMMIT TO:



Review our 'Family Friendly' policies, including parental leave and flexible working, to ensure that they are best in class.



This year we are funding several apprenticeship programmes within logistics where we will encourage females to sign up to the programmes, and look to work closely with schools and organisations to also encourage women into the logistics career path.

Ben Russell  
CEO

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